

## 2022 Seattle City Council Budget Action

**Council Budget Action: Agenda**

Tab	Action	Option	Version
SPD	007	A	001

**Budget Action Title:** Cut \$1.09 million GF from SPD for hiring incentives, add \$1.09 million GF to FG Reserves, and impose a proviso

Ongoing: No Has Budget Proviso: Yes

Has CIP Amendment: No Has Attachment: No

Primary Sponsor: Lisa Herbold

Council Members: Andrew Lewis, Lorena González

Staff Analyst: Greg Doss

Council Bill or Resolution:

Date		Total	LH	TM	KS	AP	DJ	DS	AL	BC	LG
	Yes	0									
	No	0									
	Abstain	0									
	Absent	0									

### Summary of Dollar Effect

See the following pages for detailed technical information

	2022 Increase (Decrease)	2023 Increase (Decrease)
<b>General Fund</b>		
<b>General Fund Revenues</b>	\$0	
<b>General Fund Expenditures</b>	\$0	
<b>Net Balance Effect</b>	<b>\$0</b>	
<b>Total Budget Balance Effect</b>	<b>\$0</b>	

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**Budget Action Description:**

This Council Budget Action (CBA) would cut \$1.09 million GF from the Seattle Police Department (SPD) for hiring incentives, add \$1.09 million GF to Finance General Reserves for recommendations coming from a report on a Citywide hiring incentive program, and impose a proviso.

This CBA would request that the City Budget Office (CBO) and Seattle Department of Human Recourses (SDHR) provide a report to the Governance and Education (GE) Committee, or successor committee, on a Citywide hiring incentive program. The report should include:

- (1) An analysis of the need for a Citywide hiring incentive program, with a particular focus on staffing or vacancy issues that are:
  - a. Occurring among front line workers;
  - b. Causing a service issue with the public; or
  - c. Inhibiting a department from fulfilling a core function.
- (2) Recommendations on varied strategies to address difficulties in hiring, including but not limited to hiring bonuses; and
- (3) A race and social justice analysis on the impacts of the recommendations regarding a Citywide hiring incentive program.

This Council Budget Action would impose the following proviso:

“Of the appropriation in the 2022 budget for Finance General Reserves, \$1.09 million is appropriated solely to implement a Citywide hiring incentive program consistent with the recommendations made in the report required in CBA SPD-007-A-001 and may be spent for no other purpose. Furthermore, none of the money so appropriated may be spent until authorized by future ordinance.”

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**Budget Action Transactions**

#	Transaction Description	Position Title	Number of Positions	FTE	Dept	BSL	Fund	Year	Revenue Amount	Expenditure Amount
1	Add \$1.09 million for hiring incentive program		0	0	FG - FG000	FG - BO-FG-2QD00 - General Purpose	00100 - General Fund	2022	\$0	\$1,087,500
2	Cut \$1.09 million for hiring incentives		0	0	SPD - SP000	SPD - BO-SP-P6100 - West Precinct	00100 - General Fund	2022	\$0	\$(181,250)
3	Cut \$1.09 million for hiring incentives		0	0	SPD - SP000	SPD - BO-SP-P6200 - North Precinct	00100 - General Fund	2022	\$0	\$(181,250)
4	Cut \$1.09 million for hiring incentives		0	0	SPD - SP000	SPD - BO-SP-P6500 - South Precinct	00100 - General Fund	2022	\$0	\$(181,250)
5	Cut \$1.09 million for hiring incentives		0	0	SPD - SP000	SPD - BO-SP-P6700 - Southwest Precinct	00100 - General Fund	2022	\$0	\$(181,250)
6	Cut \$1.09 million for hiring incentives		0	0	SPD - SP000	SPD - BO-SP-P7000 - Criminal Investigations	00100 - General Fund	2022	\$0	\$(181,250)
7	Cut 1.09 million for hiring incentives		0	0	SPD - SP000	SPD - BO-SP-P6600 - East Precinct	00100 - General Fund	2022	\$0	\$(181,250)